



Report to the Auburn City Council

Action Item

Agenda Item No. **2**

City Manager's Approval

To: Mayor and City Council Members
From: Robert Richardson, City Manager
Prepared by: Amy M. Lind, Deputy/Assistant City Clerk
Date: July 22, 2013
Subject: Labor Agreements for the Auburn Employee Association
and City Hall Employees Association

The Issue

Shall the City Council implement and approve salary and benefit adjustments for the Auburn Employees Association and City Hall Employees Association?

Conclusion and Recommendation

By RESOLUTION adopt the approved salary and benefit adjustment between the Auburn Employees Association and the City of Auburn for the period July 1, 2013 through June 30, 2014.

By RESOLUTION adopt the approved salary and benefit adjustment between the City Hall Employees Association and the City of Auburn for the period July 1, 2013 through June 30, 2014.

Background

As a means to secure current labor agreements between the City of Auburn and various employee groups, the City of Auburn entered into negotiations earlier this year. The negotiation process has concluded with two more employee groups who have tentatively agreed to the following general changes:

Auburn Employee Association

- Term of Agreement- 12 month Agreement effective July 1, 2013 – June 30, 2014.
- Salary Increases - 4% of base salary, effective July 1, 2013.
- Vacation Sell Back - May sell back up to 2 weeks of vacation. This provision sunsets June 30, 2014.
- Unrestricted Stand by Pay - \$2.25 per hour.
- Callout Time Minimum Pay - 3 Hours regular pay.

- Longevity Step - Add a 30-year longevity step of 5% at beginning of employee's 30th year.

Total Estimated FY 13/14 Fiscal Impact (General Fund) = \$40,064
Total Estimated FY 13/14 Fiscal Impact (Sanitation Fund) = \$10,042
Total Estimated FY 13/14 Fiscal Impact (Transit Fund) = \$7,557

City Hall Employees Association

- Term of Agreement- 12 month Agreement effective July 1, 2013 – June 30, 2014.
- Salary Increases - 4% of base salary, effective July 1, 2013.
- Uniform Allowance - Provide field employees with allowance for up to six pairs of pants and one pair of boots per year based on need.
- Education Reimbursement - Provide up to \$500 in license/certificate education if deemed of benefit to the City.

Total Estimated FY 13/14 Fiscal Impact (General Fund) = \$7,202
Total Estimated FY 13/14 Fiscal Impact (Sanitation Fund) = \$7,889
Total Estimated FY 13/14 Fiscal Impact (Transit Fund) = \$2,645

Alternatives Available to Council; Implications of Alternatives

1. Adopt the resolutions authorizing the City Manager to implement the approved salary and benefit adjustments as they relate to the Auburn Employees Association and City Hall Employees Association.
2. Do not adopt the resolution(s) and direct the City Manager accordingly.

Fiscal Impact

The total net incremental base-budget fiscal impact for the above changes is:

Fiscal Year 2013-14- \$47,266 General Fund
 \$17,931 Sewer Fund
 \$10,202 Transit Fund

1 RESOLUTION NO. 13-
2 RESOLUTION AUTHORIZING SALARY AND BENEFIT ADJUSTMENTS FOR THE
3 AUBURN EMPLOYEE ASSOCIATION
4 -----

5 THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

6 That the City Council of the City of Auburn does hereby approve the
7 salary and benefit adjustments for the Auburn Employee Association for the
8 period July 1, 2013 through June 30, 2014.

9 Term of Agreement- 12 month Agreement effective July 1, 2013 -
10 June 30, 2014.

11 Salary Increases - 4% of base salary, effective July 1, 2013.

12 Vacation Sell Back - May sell back up to 2 weeks of vacation. This
13 provision sunsets June 30, 2014.

14 Unrestricted Stand by Pay - \$2.25 per hour.

15 Callout Time Minimum Pay - 3 Hours regular pay.

16 Longevity Step - Add a 30-year longevity step of 5% at beginning
17 of employee's 30th year.

18 DATED: July 22, 2013

19
20 _____
Kevin Hanley, Mayor

21 ATTEST:

22 _____
Stephanie L. Snyder, City Clerk

23 I, Stephanie L. Snyder, City Clerk of the City of Auburn, hereby certify that
24 the foregoing resolution was duly passed at a regular meeting of the City
25 Council of the City of Auburn held on the 22nd day of July 2013 by the
following vote on roll call:

26 Ayes:

27 Noes:

28 Absent:

Stephanie L. Snyder, City Clerk

1 RESOLUTION NO. 13-
2 RESOLUTION AUTHORIZING SALARY AND BENEFIT ADJUSTMENTS FOR THE
3 CITY HALL EMPLOYEES ASSOCIATION
4 -----

5 THE CITY COUNCIL OF THE CITY OF AUBURN DOES HEREBY RESOLVE:

6 That the City Council of the City of Auburn does hereby approve the
7 salary and benefit adjustments for the City Hall Employees Association for the
8 period July 1, 2013 through June 30, 2014.

9 Term of Agreement- 12 month Agreement effective July 1, 2013 -
10 June 30, 2014.

11 Salary Increases - 4% of base salary, effective July 1, 2013.

12 Uniform Allowance - Provide field employees with allowance for up to
13 six pairs of pants and one pair of boots per year
14 based on need.

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16 education if deemed of benefit to the City.

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